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ADMINISTRATIVE INFORMATION REPORT

nassp

February 1989

Salaries Paid Principals and Assistant Principals,

1988-89 School Year

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About NASSP --

The National Association of Secondary School Principals works cooperatively with public and private agencies in an effort to meet the educational, employment, and social needs of today's youth -- through direct services to the individual member. NASSP's reputation is based on a long record of sound and practical service to its members. Providing this service continues to be the key to the Association's success in developing and maintaining its 40,000 membership. The changing nature of the needs of school administrators requires that NASSP be alert to what is happening nationally in secondary education. Behind NASSP's design for service are several goals: to provide a national voice for secondary education; to support promising and successful educational practices; to provide for conventions and meetings of secondary educators; to conduct research for practitioners; to provide opportunities for the examination of important issues facing secondary education; to influence federal legislation; and to encourage student achievement and performance.

About ERS --

The Educational Research Service was established by NASSP and three other national associations of school administrators in 1973 to fill the basic need for reliable, timely information for local school and school district decisions. An independent, nonprofit agency, ERS provides objective research and information for administrators and board members in school districts across the nation. Seven national school management associations now jointly sponsor ERS. In addition to the National Association of Secondary School Principals, these are: American Association of School Administrators • American Association of School Personnel Administrators • Association of School Business Officials • Council of Chief State School Officers • National Association of Elementary School Principals • National School Public Relations Association. School districts enrolling more than half of the nation's public school pupils currently maintain an annual ERS order, thereby receiving a wide range of services, including ERS On-Call Information Service; *ERS School Operations Information Exchange*; ERS Studies and Reports; monthly *ERS Bulletin;* quarterly *ERS Spectrum;* and ERS Local School Budget Analysis Service.

The National Salary and Wage Survey --

The ERS *National Survey of Salaries and Wages in Public Schools*, produced annually since 1973, is widely acknowledged as the authoritative source of salary and wage data in education. The current survey conducted by ERS collected 1988-89 data about salaries scheduled and paid from more than 1,000 responding school districts for 32 selected positions in which personnel are employed by public school districts. A complete report of the survey results will be published by ERS in three volumes: *Scheduled Salaries for Professional Personnel in Public Schools, Salaries Paid Professional Personnel in Public Schools*, and *Wages and Salaries Paid Support Personnel in Public Schools*. Included in this report are summary tables and system-by-system listings of data submitted by all school districts responding in the ERS national survey for 1988-89. For more information, contact ERS, 2000 Clarendon Boulevard, Arlington, VA 22201. (703)243-2100.

Introduction

Each year the National Association of Secondary School Principals (NASSP) receives many inquiries stressing the need for accurate and timely data on the salaries paid to principals and assistant principals in the nation's public schools. Such data are collected by the NASSP-sponsored Educational Research Service in its annual ERS *National Survey of Salaries and Wages in Public Schools*. This special NASSP Administrative Information Report presents the ERS survey data pertaining to salaries paid principals and assistant principals in public schools for the current school year of 1988-89.

Table 1 shows the mean, median, and range of the *lowest* salaries paid to *principals* in 1988-89, in public school systems stratified by the *pupil enrollment* of the system.

Table 2 shows the mean, median, and range of the *highest* salaries paid to *principals* in 1988-89, in public schools systems stratified by the *pupil enrollment* of the system.

Table 3 shows the mean, median, and range of the *lowest* salaries paid to *assistant principals* in 1988-89, in public school systems stratified by the *pupil enrollment* of the system.

Table 4 shows the mean, median, and range of the *highest* salaries paid to *assistant principals* in 1988-89, in public school systems stratified by the *pupil enrollment* of the system.

Table 5 shows the mean, median, and range of the *lowest* salaries paid to *principals* in 1988-89, in public school systems stratified by the *per pupil expenditure* of the system.

Table 6 shows the mean, median, and range of the *highest* salaries paid to *principals* in 1988-89, in public school systems stratified by the *per pupil expenditure* of the system.

Table 7 shows the mean, median, and range of the *lowest* salaries paid to *assistant principals* in 1988-89, in public school systems stratified by the *per pupil expenditure* of the system.

Table 8 shows the mean, median, and range of the *highest* salaries paid to *assistant principals* in 1988-89, in public school systems stratified by the *per pupil expenditure* of the system.

Table 9 shows the trends in salaries paid to *principals* and *assistant principals* in all reporting school systems and in four different *enrollment strata*, for 1987-88 and 1988-89.

Chart 1 illustrates the 10-year trend in the percent change in average salaries paid to *principals* in all reporting school systems, 1978-79 to 1988-89.

Chart 2 presents the mean of average *daily salary rates* paid *principals* during 1988-89 in all reporting school systems, by geographic region.

Chart 3 presents the mean of average *daily salary rates* paid *assistant principals* during 1988-89 in all reporting school systems, by geographic region.

This report is being sent to all members of NASSP as part of membership services. Additional copies can be obtained from the NASSP Office of Professional Assistance, 1904 Association Drive, Reston, VA 22091, at a cost of $2 per copy. (Orders of $10 or less must be accompanied by payment.)

Table 1
LOWEST Salaries Paid PRINCIPALS in Public School Systems, Stratified by System Enrollment, 1988-89

Mean, Median and Range of LOWEST Salary Paid in each system:

	Pupil Enrollment				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
SENIOR HIGH PRINCIPALS					
No. Systems Reporting	132	242	356	261	991
Mean	51,278	53,065	53,927	47,546	51,683
Median	51,111	53,110	53,583	46,725	51,000
Range: Low	30,497	31,594	36,233	32,689	30,497
High	71,910	77,174	86,500	79,825	86,500
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS					
No. Systems Reporting	127	235	358	219	939
Mean	46,977	48,217	49,735	45,689	48,038
Median	46,843	48,000	49,242	43,740	47,320
Range: Low	28,672	31,400	29,760	29,000	28,672
High	66,379	71,489	74,707	76,504	76,504
ELEMENTARY SCHOOL PRINCIPALS					
No. Systems Reporting	127	246	372	277	1,022
Mean	42,103	42,251	43,526	41,802	42,575
Median	41,782	41,744	43,290	40,908	41,913
Range: Low	28,250	23,629	27,400	27,000	23,629
High	57,647	63,016	69,800	64,811	69,800

Table 2
HIGHEST Salaries Paid PRINCIPALS in Public School Systems, Stratified by System Enrollment, 1988-89

Mean, Median and Range of HIGHEST Salary Paid in each system:

	Pupil Enrollment				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
SENIOR HIGH PRINCIPALS					
No. Systems Reporting	132	244	356	261	993
Mean	59,363	56,875	55,072	47,693	54,146
Median	59,429	56,385	54,190	46,793	53,803
Range: Low	42,643	39,452	38,457	32,689	32,689
High	76,269	83,158	86,500	79,825	86,500
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS					
No. Systems Reporting	127	238	357	219	941
Mean	54,378	52,311	51,171	45,795	50,641
Median	54,012	52,304	50,900	43,790	50,372
Range: Low	36,120	36,657	30,905	29,000	29,000
High	75,251	71,489	79,079	76,504	79,079
ELEMENTARY SCHOOL PRINCIPALS					
No. Systems Reporting	129	250	371	278	1,028
Mean	52,488	50,338	49,616	44,212	48,691
Median	52,203	49,992	48,691	42,700	48,149
Range: Low	37,292	34,700	33,044	27,000	27,000
High	71,163	73,468	76,000	73,747	76,000

Table 3
LOWEST Salaries Paid ASSISTANT PRINCIPALS in Public School Systems, Stratified by System Enrollment, 1988-89

Mean, Median and Range of LOWEST Salary Paid in each system:

	Pupil Enrollment				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. Systems Reporting	129	242	346	192	909
Mean	39,365	41,193	42,824	40,440	41,395
Median	38,676	40,346	42,255	39,220	40,598
Range: Low	27,216	21,000	23,980	27,325	21,000
High	56,541	69,970	64,340	63,243	69,970
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	125	230	311	82	748
Mean	37,510	38,938	41,890	39,934	40,036
Median	36,583	38,981	41,108	38,474	39,234
Range: Low	24,728	21,806	23,936	26,995	21,806
High	54,347	66,423	68,470	55,516	68,470
ELEMENTARY SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	107	141	105	41	394
Mean	34,886	36,317	36,195	35,001	35,759
Median	33,990	35,500	34,580	33,283	34,390
Range: Low	24,084	21,000	21,770	24,710	21,000
High	50,707	58,928	63,600	52,000	63,600

Table 4
HIGHEST Salaries Paid ASSISTANT PRINCIPALS in Public School Systems, Stratified by System Enrollment, 1988-89

Mean, Median and Range of HIGHEST Salary Paid in each system:

	Pupil Enrollment				
	25,000 or more	10,000 to 24,999	2,500 to 9,999	300 to 2,499	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS					
No. Systems Reporting	130	247	345	193	915
Mean	49,348	48,050	46,663	41,115	46,249
Median	48,743	47,928	45,640	39,700	45,745
Range: Low	36,900	28,340	24,155	27,325	24,155
High	66,379	75,609	71,816	63,243	75,609
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	125	233	309	82	749
Mean	46,381	44,522	44,225	40,091	44,225
Median	46,123	44,660	43,500	38,633	43,948
Range: Low	31,046	27,315	23,936	26,995	23,936
High	65,515	66,423	68,493	55,516	68,493
ELEMENTARY SCHOOL ASSISTANT PRINCIPALS					
No. Systems Reporting	107	143	104	41	395
Mean	43,981	41,545	39,498	35,763	41,066
Median	43,932	41,469	37,744	35,446	40,394
Range: Low	33,009	23,300	27,909	24,710	23,300
High	62,120	60,872	63,600	52,000	63,600

Table 5
LOWEST Salaries Paid PRINCIPALS in Public School Systems, By Per Pupil Expenditure of System, 1988-89

Mean, Median and Range of LOWEST Salary Paid in each system:

	Per Pupil Expenditure					
	$6,000 or more	$5,000 to $5,999	$4,000 to $4,999	$3,500 to $3,999	Less Than $3,500	Total: All Systems Reporting
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	100	106	253	252	280	991
Mean	61,495	54,621	52,243	50,745	47,406	51,683
Median	61,709	55,115	52,781	50,939	47,445	51,000
Range: Low	36,500	35,000	35,500	34,000	30,497	30,497
High	86,500	71,910	75,600	70,788	69,000	86,500
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	89	104	230	241	275	939
Mean	58,289	52,316	48,596	46,930	43,608	48,038
Median	58,383	52,799	48,505	46,784	42,787	47,320
Range: Low	34,000	32,000	35,200	29,000	28,672	28,672
High	76,504	69,149	67,850	62,998	62,436	76,504
ELEMENTARY SCHOOL PRINCIPALS						
No. Systems Reporting	99	110	250	262	301	1,022
Mean	51,252	46,515	42,833	41,333	39,148	42,575
Median	51,276	45,825	42,547	41,000	38,559	41,913
Range: Low	34,139	34,073	29,772	27,000	23,629	23,629
High	69,800	62,930	58,692	57,385	60,157	69,800

Table 6
HIGHEST Salaries Paid PRINCIPALS in Public School Systems, By Per Pupil Expenditure of System, 1988-89

Mean, Median and Range of HIGHEST Salary Paid in each system:

	Per Pupil Expenditure					
	$6,000 or more	$5,000 to $5,999	$4,000 to $4,999	$3,500 to $3,999	Less Than $3,500	Total: All Systems Reporting
SENIOR HIGH PRINCIPALS						
No. Systems Reporting	100	108	253	252	280	993
Mean	62,725	57,181	54,411	53,633	50,132	54,146
Median	64,015	56,944	54,514	53,785	48,963	53,803
Range: Low	38,000	39,228	35,500	34,000	32,689	32,689
High	86,500	78,074	76,269	70,788	72,300	86,500
JUNIOR HIGH and MIDDLE SCHOOL PRINCIPALS						
No. Systems Reporting	87	106	230	243	275	941
Mean	59,894	54,622	51,279	49,953	46,254	50,641
Median	59,910	54,725	51,551	50,177	45,493	50,372
Range: Low	34,000	32,000	35,200	29,000	30,905	29,000
High	79,079	75,251	67,850	66,408	62,696	79,079
ELEMENTARY SCHOOL PRINCIPALS						
No. Systems Reporting	98	111	250	266	303	1,028
Mean	57,318	53,008	48,919	47,732	44,972	48,691
Median	58,680	51,872	48,772	47,693	43,780	48,149
Range: Low	36,720	35,585	31,720	27,000	30,362	27,000
High	76,000	73,747	69,405	64,224	63,717	76,000

Table 7
LOWEST Salaries Paid ASSISTANT PRINCIPALS in Public School Systems, By Per Pupil Expenditure of System, 1988-89

Mean, Median and Range of LOWEST Salary Paid in each system:

	Per Pupil Expenditure					
	$6,000 or more	$5,000 to $5,999	$4,000 to $4,999	$3,500 to $3,999	Less Than $3,500	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. Systems Reporting	91	94	236	233	255	909
Mean	50,575	44,396	42,169	40,374	37,231	41,395
Median	50,371	43,444	41,939	40,144	36,570	40,598
Range: Low	33,000	31,600	26,400	21,000	21,470	21,000
High	65,370	59,719	69,970	59,601	56,230	69,970
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	65	77	199	199	208	748
Mean	51,572	44,248	40,955	38,616	35,350	40,036
Median	52,330	44,101	40,797	37,735	34,437	39,234
Range: Low	31,500	32,569	21,960	23,936	21,806	21,806
High	68,470	54,680	66,423	56,616	55,361	68,470
ELEMENTARY SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	28	34	85	114	133	394
Mean	44,933	38,812	37,027	35,048	32,846	35,759
Median	44,590	37,500	36,147	34,390	31,500	34,390
Range: Low	32,000	28,905	26,400	24,084	21,000	21,000
High	63,600	53,262	52,402	49,193	52,465	63,600

Table 8
HIGHEST Salaries Paid ASSISTANT PRINCIPALS in Public School Systems, By Per Pupil Expenditure of System, 1988-89

Mean, Median and Range of HIGHEST Salary Paid in each system:

	Per Pupil Expenditure					
	$6,000 or more	$5,000 to $5,999	$4,000 to $4,999	$3,500 to $3,999	Less Than $3,500	Total: All Systems Reporting
SENIOR HIGH ASSISTANT PRINCIPALS						
No. Systems Reporting	90	97	236	234	258	915
Mean	54,967	49,563	46,885	45,599	41,970	46,249
Median	55,896	49,075	47,198	45,490	41,158	45,745
Range: Low	33,000	33,000	30,000	27,500	24,155	24,155
High	75,609	66,379	69,970	63,762	62,042	75,609
JUNIOR HIGH and MIDDLE SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	64	78	198	200	209	749
Mean	53,278	48,614	45,008	43,269	39,987	44,225
Median	53,140	48,286	45,356	43,330	39,394	43,948
Range: Low	31,500	34,638	27,650	23,936	25,850	23,936
High	68,493	65,515	66,423	62,200	57,616	68,493
ELEMENTARY SCHOOL ASSISTANT PRINCIPALS						
No. Systems Reporting	29	34	84	114	134	395
Mean	48,000	44,854	42,491	40,672	38,046	41,066
Median	49,190	45,226	42,932	40,095	36,762	40,394
Range: Low	32,000	30,261	29,115	24,710	23,300	23,300
High	63,600	62,120	57,145	57,660	56,440	63,600

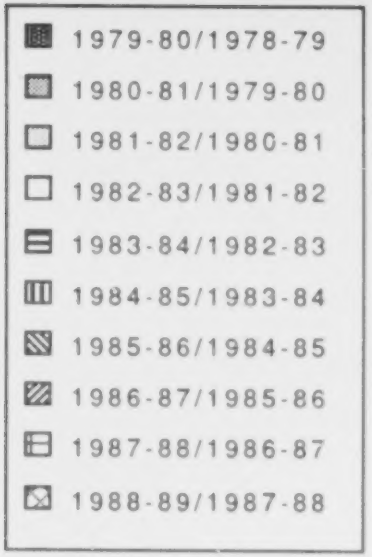
Table 9
Mean of Average Salaries Paid
Principals and Assistant Principals in Public School Systems, 1987-88 and 1988-89 with Percent Change, Stratified by System Enrollment

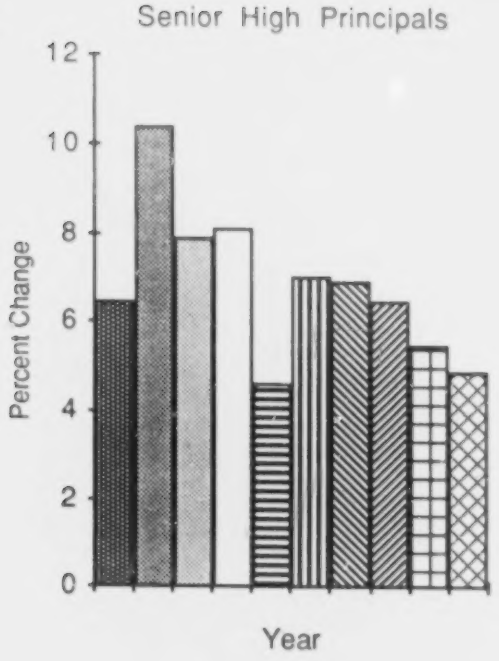
	Systems with Enrollments of 25,000 or more			Systems with Enrollments of 10,000 to 24,999		
	School Year		Percent	School Year		Percent
	1987-88	1988-89	Change	1987-88	1988-89	Change
PRINCIPALS						
Senior High	53,057	55,991	5.5	52,667	55,167	4.7
Junior High/Middle	48,269	50,911	5.5	48,562	50,606	4.2
Elementary School	45,696	48,098	5.3	44,742	47,162	5.4
ASSISTANT PRINCIPALS						
Senior High	42,568	44,779	5.2	43,118	45,211	4.9
Junior High/Middle	40,111	42,389	5.7	40,222	41,955	4.3
Elementary School	36,894	39,373	6.7	36,865	38,926	5.6

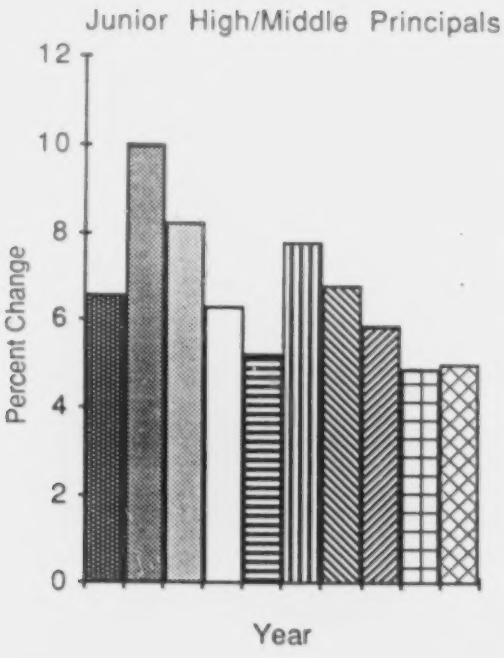
	Systems with Enrollments of 2,500 to 9,999			Systems with Enrollments of 300 to 2,499		
	School Year		Percent	School Year		Percent
	1987-88	1988-89	Change	1987-88	1988-89	Change
PRINCIPALS						
Senior High	51,667	54,592	5.7	45,649	47,612	4.3
Junior High/Middle	47,422	50,529	6.6	44,076	45,742	3.8
Elementary School	43,896	46,770	6.5	41,438	42,793	3.3
ASSISTANT PRINCIPALS						
Senior High	42,082	44,823	6.5	39,340	40,747	3.6
Junior High/Middle	40,202	43,116	7.2	39,201	40,011	2.1
Elementary School	35,869	37,886	5.6	34,602	35,394	2.3

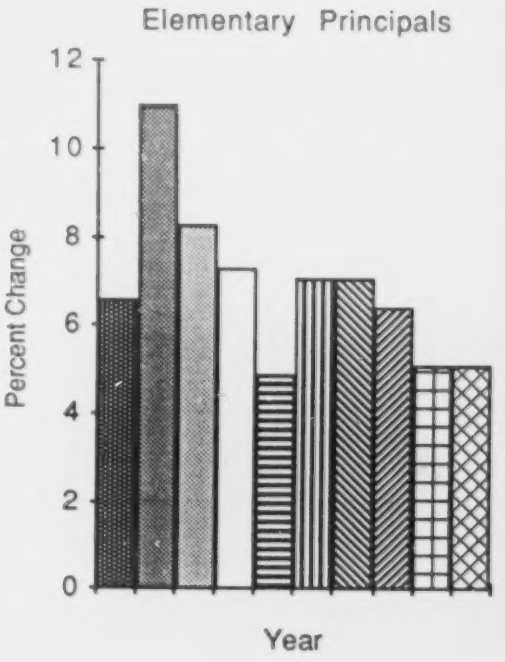
	All Reporting Systems		
	School Year		Percent
	1987-88	1988-89	Change
PRINCIPALS			
Senior High	50,512	52,987	4.9
Junior High/Middle	47,078	49,427	5.0
Elementary School	43,664	45,909	5.1
ASSISTANT PRINCIPALS			
Senior High	41,839	44,002	5.2
Junior High/Middle	40,093	42,292	5.5
Elementary School	36,364	38,360	5.5

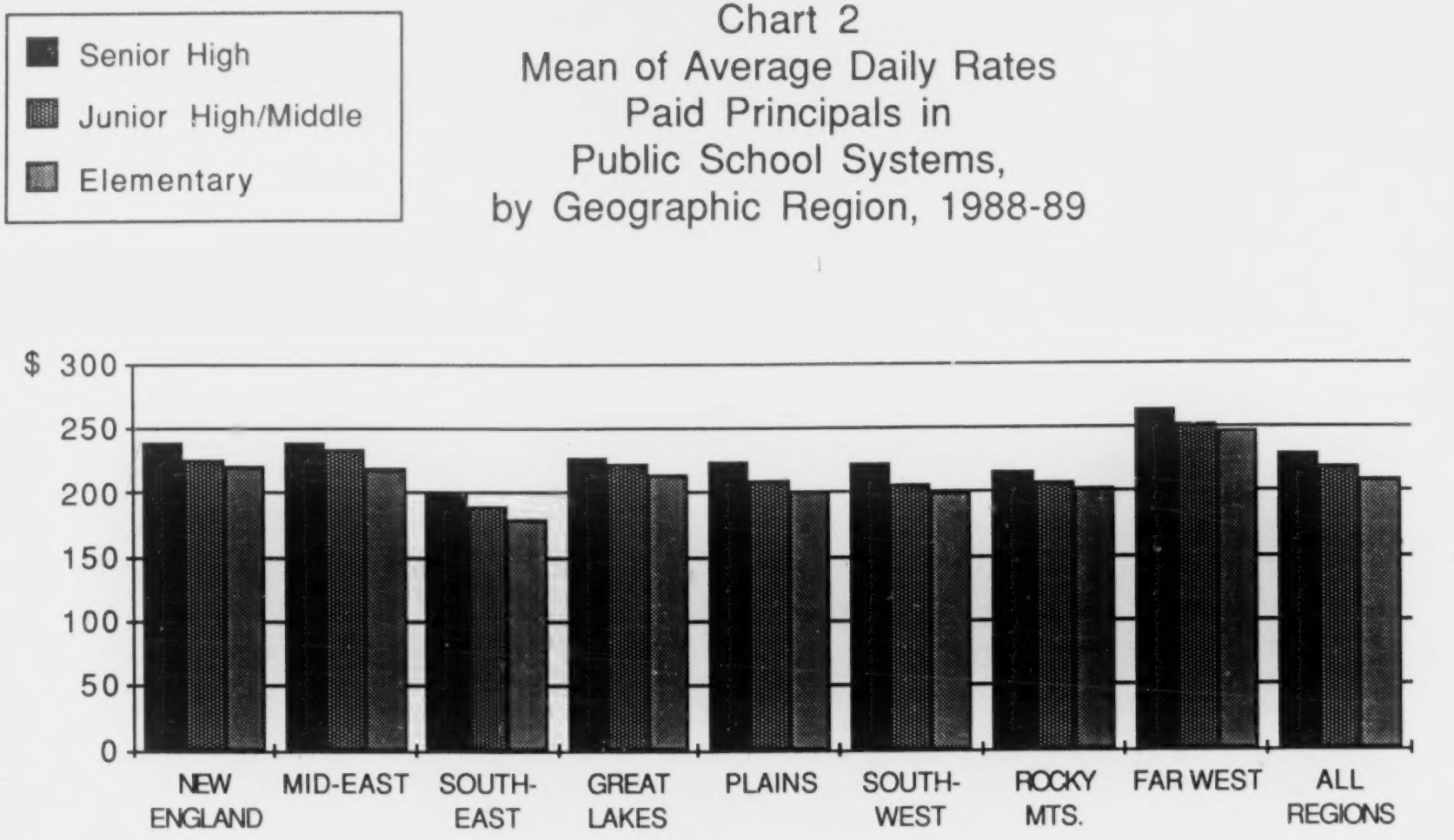
Chart 1
10-Year Trend in Annual Percent Change in Average Salaries Paid Principals in All Reporting School Systems, 1978-79 to 1988-89





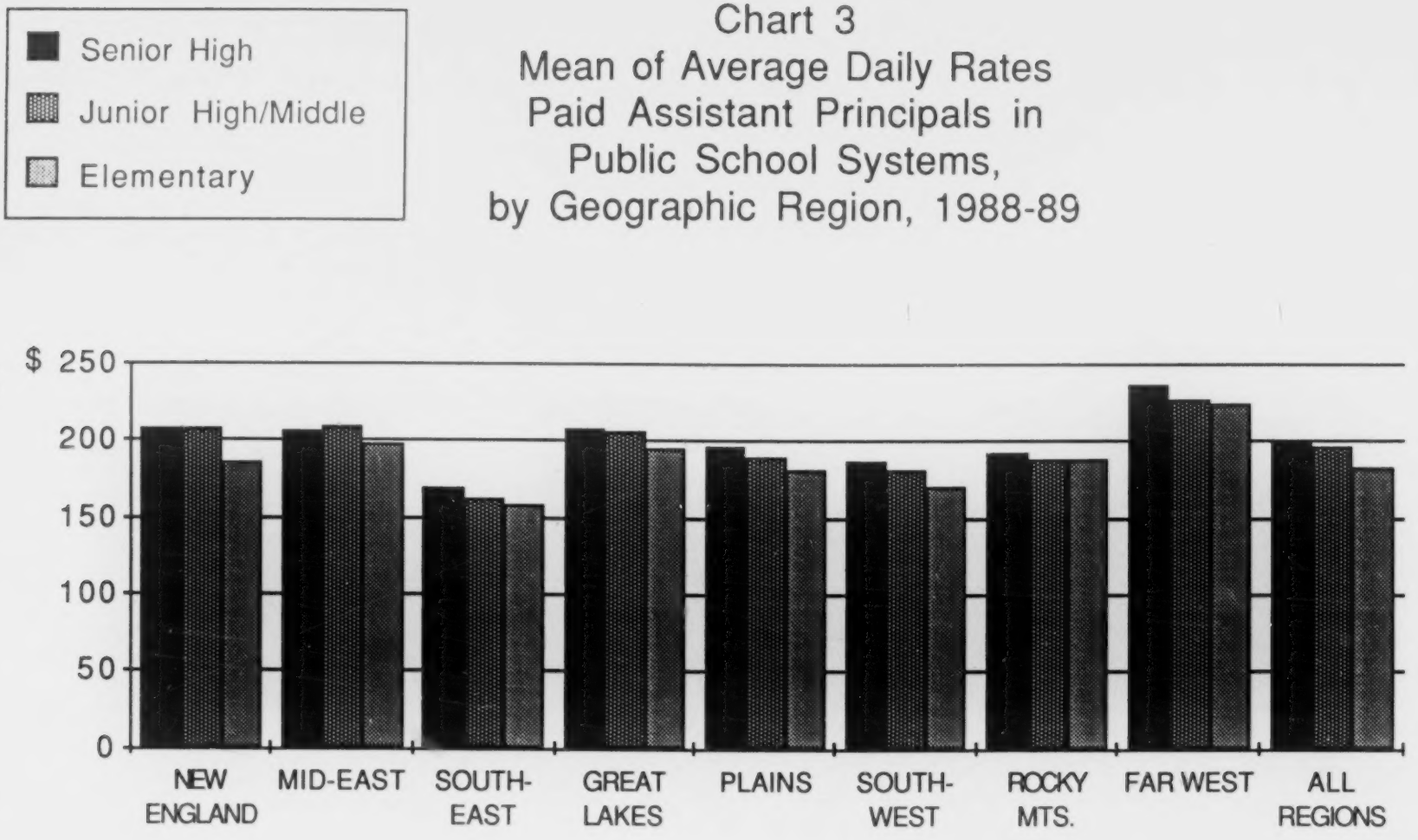






Geographic Regions: New England: CT, ME, MA, NH, RI, VT; Mideast: DE, DC, MD, NJ, NY, PA; Southeast: AL, AR, FL, GA, KY, LA, MS, NC, SC, TN, VA, WV; Great Lakes: IL, IN, MI, OH, WI; Plains: IA, KS, MN, MO, NE, ND, SD; Southwest: AZ, NM, OK, TX; Rocky Mountains: CO, ID, MT, UT, WY; Far West: AK, CA, HI, NV, OR, WA

Chart 3
Mean of Average Daily Rates Paid Assistant Principals in Public School Systems, by Geographic Region, 1988-89



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